



# NEW HAMPSHIRE BOARD OF NURSING

Winter

2004

Official Publication of the New Hampshire Board of Nursing

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**Check page  
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information on  
a Board of  
Nursing Survey!**

*Mary Beth Weber, ARNP  
at Balsam's Dixville Notch*



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## From the Executive Director

By Margaret J. Walker, MBA, BS, RN, Executive Director

It is my hope this newsletter brings you information that is useful to your nursing practice. The past several months have been packed with board activities in our efforts to assure communication with all of our licensees. Now that we are at full staffing, our ability to provide in-service education, respond to the changing needs of licensees, and proactively respond to issues has been enhanced. Please let the Board staff and members know the areas we should look at and improve in the future. We have purposely published this issue early in an effort to economize on the mailings of registrations for our LNA Annual Meeting in April and our Day of Discussion in June 2004. Please feel free to photocopy registration forms and submit them as soon as possible. Remember space is limited and the conferences have filled quickly in the past. Both conferences will be held at the Radisson in Nashua. We will continue to move the meetings to different geographic areas of the state each year as requested by licensees.

Speaking of filling..., the Manager's orientation educational offering at our Board office for March 25, 2004 was so popular that we met maximum capacity in the first four days. Thus, we determined we would offer additional classes to meet the need which has resulted in many more arranged classes. We will try to accommodate licensees and will remain willing to provide additional dates as our schedules allow. Please let us know if more classes are needed. For more information, please check our website at [www.state.nh.us/nursing](http://www.state.nh.us/nursing)

The Nursing Input in-services that discuss the need for nursing rules revision have been well attended and we wish to thank NH Area Health Education Council for arranging the Berlin and Laconia sites in October and November. Other in-services were provided in Nashua at Dartmouth Hitchcock Clinic, St. Joseph's Hospital, Manchester at Catholic Medical Center, and Rochester at Frisbie Memorial Hospital. Future sites scheduled include Southern NH Medical Center and Monadnock Regional Hospital in February and Portsmouth Regional Medical Center in March 2004. Please contact the Board office if you

wish for an in-service at your site.

Senate Bill 199, the Nurse Practice Act (RSA 326B) has been heard by the full House of Representatives and the Board requested a Committee of Conference by the House and Senate to request revisions to some parts of the legislation. We will await the outcome of our request. It is our hope this legislation will enhance nursing practice in New Hampshire and improve the way our Board functions. We have been discussing this issue frequently with licensees during our Nursing Input in-services as well as posting updates on our website regarding this important legislation.

Our call for interested licensees to provide expertise for our Practice and Education Committee was very well received and we wish to thank all of the respondents. We are most fortunate to be surrounded by many talented and expert nurses and nursing assistants.

In November 2003 the NH Board of Nursing, working in cooperation with the Bureau of Health Facilities, became an approving-agent for the Paid Feeding Assistant programs for the long-term care facilities of NH. Anita Paris is providing program oversight and currently has approved seven programs. If you have any questions regarding this approval process, please see our website or call Anita here at the Board office.

Mid-November license mailings for applicants needing to apply for licensure after January 1, 2004 has gone fairly smoothly for the adherence to the new criminal background check law. We ask all licensees to adhere to the new law and apply for their background check directly to the NH State Police. Mailing all forms to the NH Board of Nursing will cause delays in your application process. Please contact our Board website for information about the Criminal Background check procedure. I have personally completed the process for my RN license and can happily report that the process is fairly easy as long as you apply upon receipt of your renewal application. Waiting can possibly delay your ability to work and once your renewal application lapses, you must reinstate your license, which is a different

*continued on page 11*

## Board Members

Karen L. Baranowski, DNSc, ANP, RN  
Term expires - 5/10/2004

Gail Barba - Public Member  
Term expires - 12/1/2006

Thomas Bloomquist, MS, CRNA-ARNP, FAAPM  
Term expires - 5/10/2006

Richard S. Brothers, RN  
Term expires - 5/10/2006

Linda L. Compton, RN, BS  
Term expires - 5/10/2004

Elizabeth S. Gabler  
Term expires - 5/10/2006

Brenda L. Howard, LNA  
Term expires - 10/24/2004

Linda M. Morel, LNA  
Term expires - 10/24/2004

James Nall, LPN  
Term expires - 5/10/2006

Stanley J. Plodzik, Jr., M.Ed., RN  
Term expires - 5/10/2004

Sharon Dyer, LPN  
Term expires - 11/16/2006

## Board Staff

Margaret Walker, MBA, BS, RN  
Executive Director

Judith A. Evans, EdD, RN  
Assistant Director

Lorene Reagan, RN, CDDN  
Program Specialist IV

Anita Paris, RN, MS  
Program Specialist II

Susan Goodness  
Administrative Supervisor

Kathryn Dickson  
Executive Secretary

Kim Cicchetto  
Executive Secretary

Sheila Stolte  
Sr. Account Technician

Susan Isabelle  
Clerk III (licensure)

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Secretary II

Kathy Crumb  
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Debbie Hoos  
Secretary II

Joann Seaward  
Secretary II

Linda Audette  
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# New Hampshire Board of Nursing Chairman's Report

By Stanley Plodzik Jr., M.Ed., RN, Chairperson

It is with mixed emotions that I pen my very last Chairman's Report to you as my appointment as a Board Member and Chair comes to closure in May. This also coincides with my career plans to pass through another phase of life and retire from my position as Chief Nursing Officer at Portsmouth Regional Hospital at the end of this year, and to live long enough to bankrupt the Social Security System!

As I looked back over the years, it has been my privilege to serve in this capacity for a combined period of twenty (20) years from 1973 to 2004. This is, of course, only a moment in time when you consider that the Board will be celebrating its 100th anniversary in 2007! I ask your indulgence with me as I reminisce in this report on some of the highlights that came to mind over the course of my tenure.

In 1973 New Hampshire was one of the very first states in the nation to recognize the category of ARNP. The initiative wasn't led by a group of ambitious nurses however. It all began with a legislator from Franklin, NH, Eugene Daniell, Jr., who became miffed by the fact that his local physician would no longer respond to a house call during the night. So, Representative Daniell decided he would create a "super nurse" who would be armed with a medication bag, and could indeed administer to the health needs of individuals long after the physician's office had closed. The Legislature fully embraced his concept, and the category of ARNP became reality in New Hampshire! I always use this story to illustrate the power of a single individual to effect change!

In 1974, we approved, for the very first time, a pilot program to give advanced credit to LPN's to enter the ADN Program in Concord, opening the way to a logical career ladder which in more recent times accepted the ADN degree for advanced placement into the BSN Program. How far have we come? Well, the Board approved last month a Direct Entry

Masters Program at the University of New Hampshire intended for individuals who hold a baccalaureate degree in another field other than nursing, and in an intense two and half year curriculum, culminate with a Master's Degree in Nursing as well as licensure as an RN! To date over 120 students have indicated strong interest in this option. . . . . a sign of the changing times!

Remember in 1981 when the Board of Nursing was reviewed under the sunset process enacted in 1977, and the Committee recommended the termination of the Board? This action resulted in the entire NH Nursing community coming together and immediately forming the Coalition of Action for Nursing (CAN). This group made it very clear to all the legislators that this "inadvertent" mistake needed to be corrected, and indeed it was on March 5, 1982 when the Board was recreated.

Another highlight for me to witness was the adoption of rules for the certification and eventually the licensing of all CNA's now LNA's under the Board of Nursing in 1990. We are one of a handful of States that recognized early on the tremendous role and value LNA's would eventually play in the delivery of nursing care. We have set an admirable standard here, and the public was indeed the winner in this action, having all LNA's practice under the jurisdiction of the BON.

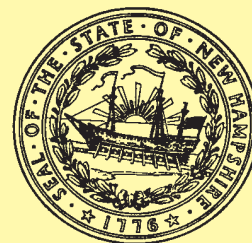
Another milestone was the change in composition of the Board. As the numbers of licensees grew, it became very apparent to me that our Board no longer had the representation needed to deal with the decisions we faced. Our first LPN, the late Doris Gagnon, was appointed in the seventies, followed by our first public member, Candice Small, in 1982. Most recently we added LNA representatives, the first two being our current LNA members, Linda Morel and Brenda Howard, so that today, the Board has 5 RN's, 2 LPN's, 2 LNA's and 2 Public Members; a far cry from the early seventies when it was only

an RN Board.

Other significant events included:

In 1983, my original Diploma Program at NH Hospital School of Nursing closed, and ironically the BON moved into the Londergan Hall, the nurses residence on the campus of NH Hospital as its new headquarters!

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## New Hampshire Board of Nursing

Mailing Address:  
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Concord, NH 03302

Location:  
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*continued from page 7*

In 1985, we commenced with yearly Day of Discussion Programming to update all licensees with all of the fast moving changes occurring in health care; hence, this Program has gained in popularity every single year since.

In 1991, Plenary Status for ARNP's was approved by the Legislature, and Governor Jean Shaheen waived the need for physician oversight for nurse anesthetists under Medicare in 2002!

In 1992, Active in Practice was established as well as required contact hours of continued education for all nursing categories as we struggled with the issues surrounding continued competency and public safety. We also established the very first IV Therapy Courses for the expanded role of LPN's.

In 1994, our Newsletter, which originated back in 1966, was being mailed to every single licensee in the State; prior to that only a few individuals in administrative positions had that communication. The same year, we moved into computerized National testing with NCLEX for RN and LPN licensure.

In 1996, (7/24/1996) access to licensure verification became reality, via telephone, as well as the beginning of our web page for BON information and document procurement.

In 1999, we appointed our very first investigation/prosecutor for all the adjudicatory functions of the Board. Attorney Lee Leppanen has been with us in that role since its inception.

As an additional sidebar, in November 2003, after two years of discussion, the NH Center for Nursing became reality, creating for the first time a much needed resource for nursing workforce, education and practice data as well as bringing together some of the greatest minds in NH to create the vision and strategies necessary to assure the citizens of this State with the necessary nursing workforce in our future. The BON has played a key role in the evolution of this concept and planning, and will have a major one in its future!

There are hundreds of other mile-

stones that I wish space and time allowed me to recollect. However, one of the most significant memories I will take away from my Board experiences over the years, will be the quality and dedication of the leadership both within the Board, and throughout the State that I have had the privilege to work with you all, and, most importantly, learn and grow from all these experiences! Over my tenure, I've had six Executive Directors who made the work of the Board seem so much easier! These included: the late Marguerite Hastings and Marty Ginty, and more recently Doris Nay, Dr. Doris Nuttleman, Cindy Gray, and last, but not least, our current Executive Director, Margaret Walker. What an amazing and talented group of individuals. In addition, I've had dozens of Board Members whose insight, dedication, and commitment to the work of the Board never ceased to impress me. I would be remiss, also, in not commending the work of past Board staff members like the late Anita Ravenelle and Mary Kinson, and in recent years, JoAnn Allison, Susan Goodness, and our newest Assistant Director, Dr. Judy Evans, as well as the wonderful clerical staff who daily go about their duties with pride and a strong sense of customer service. We have been most fortunate over the years to have Governors and the Governor's Council members confirm appointments of outstanding individuals to serve in the capacity of Board Members.

Lastly, the "Board" doesn't act in a vacuum, and often we need to go out to other resources and associations for their input and support. I think one of the truly wonderful situations that exist in NH, that doesn't exist in other parts of the country, is our collaboration and networking with all health groups in the State. We don't always agree, but certainly the support of the NH Nurses' Association, the NH Nurses' Foundation, the NH Nurse Practitioners' Association, The NH Organization of Nurse Leaders, the NH LPN Association, NH Long Term

Care, NH Residential Care, NH Area Health Education Consortium, NH Home Care and the NH Hospital Association are all examples of these outstanding relationships, and I urge this continuation.

In closing, this has been a very difficult final report for me because there are so many individuals who need to be recognized in the course of my career, particularly as it relates to the Board, to whom I owe my success. I wish time and space allowed me to acknowledge each of you. I am concerned about the future of nursing leadership in NH, however, as many of us "seniors" move onward, we need the involvement and commitment of others to take our place. We have, for example, currently 5 key Chair positions unfilled in our nursing education programs. We all know that health care is a very complex business, and it takes individuals with some very unique attributes to thrive in this environment. However, the need is there and will continue to be for a loud voice from nursing in the defense of what the public has both the right and expectation from us in the nursing profession. I urge each of you to consider your involvement in shaping the future, and remember - one individual can make a difference, just think of Representative Daniell! The need to communicate what nursing is, and our role in the delivery of quality health care is in constant challenge. Adopt your local state representative, and keep him/her cognizant of the issues we face as so many decisions that directly effect us are decided upon under the dome in Concord as well as in Washington! The baton is in your hands, so seize this opportunity!

May God bless each of you, and my deepest appreciation to you all for the honor and privilege of serving you as Board Chair over this period of incredible change, and with every good wish for your future and the great profession of nursing!

Stanley J. Plodzick, Jr., M. Ed., RN  
Chairman

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## Nurses Called to Armed Services

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1. Appoint a durable power of attorney to act on your behalf should you be unavailable;
2. Inform the DPOA about the application process;
3. Request an early application if you are activated within several months of your license expiration date;
4. Call the Board office if you need assistance with this process; and
5. Best wishes during your active duty assignment and come back to us safe and sound.

## Sharon Dyer, LPN, New Board Member

Sharon resides in Greenfield with her husband of 38 years, Denny. They have two children Amy and James, their spouses, and four wonderful grandchildren. Sharon and Denny are very involved with their grandchildren's sports and school activities.

Sharon loves to read and carries books with her everywhere she goes and spends as much time as she can at the family cottage in Wells, Maine.

For seventeen years Sharon has worked as the Health Center Coordinator at Crotched Mountain, a private school and rehabilitation center for students with developmental disabilities. Sharon states, "Working with and advocating for folks with developmental disabilities is something I am very committed to. I belong to The National Developmental Disabilities Nurses Association (DDNA) and love attending the annual conference to meet and discuss the issues facing nurses nationwide. I am looking forward to serving you on the board. I hope to meet many of you at public forums this coming year. I urge you all to join committees and to become involved in making nursing a career we can all be proud of."

*continued from page 3*

application process.

In December, during our Board Retreat, our Board formed a subcommittee to review the discipline process for those licensees who have had impaired practice due to mental health and other issues. It is our goal to improve the methods we use in New Hampshire to assist these licensees in their return to nursing/nursing assistant practice. We will be reporting new process and procedures in the next several months on this practice plan.

Finally, I will be attending the Public Policy Development and the

Role of Nursing Regulators conference January 2004 as an expenses-paid Fellow through the National Council of Boards of Nursing. This educational experience will further my knowledge in the process of law making and policy. In addition, I will be involved with further study as a requirement of the Fellowship and will be sharing this new knowledge with all licensees. I want to wish all of you a happy and productive 2004 and hope that I see many of you during our Board educational offerings.

## Need Information? 24/7 Services

Dial 603-271-6599

### Press 1

To verify a nursing license.

### Press 2

To verify a nursing assistant license.

### Press 3

For the Board of Nursing directions to the office

### Press 4

For the Bulletin Board

- Notices, Announcements and General Information
- Office Hours

### Press 5

Overview of the licensing by examination (NCLEX) application process

### Press 6

For information about the status of an application filed with the Board

OR

### Connect to the Internet

<http://www.state.nh.us/nursing/>

**Verification Center** for updates on licensure and application status information

**On-Line Forms** for Board forms  
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## Encouraging Nurses

By Sharon Dyer, LPN Board Member

Nurses are constantly reminded of the crisis our profession is facing. While it is complex and not an easily solved problem, there are things we can all do to help retain and encourage others to become nurses.

Nurses are more educated than ever before and that certainly has changed our profession in very positive ways. Education and certifications are needed in this complex environment in which we practice. All nurses and LNA's should be encouraged to attain all the skills, knowledge and education that is available to them. I do not believe, however, that achieving an educational level gives any nurse the power to make others feel they are inferior or that they have no role in delivering excellent patient care. There is room in nursing for us all. Often when nurses gather, we hear remarks that give the impression that not all are welcome. In all appearances, we have many petty turf wars occurring that are of no benefit to anyone or the profession.

How often have you made comments such as "that nurse is only an LPN", "has an Associate degree", "is an agency nurse", "doesn't have credentials after her name", or "is just an LNA"? We may never know how many nurses or LNA's leave the profession or choose not to continue

their education as a result of the comments they hear or treatment they receive from colleagues, supervisors and nursing instructors.

Nurses have the ability, skills and experience to become leaders and should use those gifts in positive ways to benefit our profession. When it becomes obvious that a colleague is struggling and uncertain of their skills, or becoming discouraged, would it not be more beneficial to help that nurse attain new skills by sharing our knowledge and experience? Each of us could give so much back to our profession if we are willing to give encouragement instead of joining others in criticism. Working on teams where each person is encouraged to contribute can benefit those for whom we provide care. Isn't that why most of us went into nursing? We can help the nursing shortage by supporting others in their work. We can also mentor our teams and encourage them to go on with their education, rather than have them leave the profession discouraged because they felt they could never measure up to someone else's expectations. We have a responsibility to guide those who appear to be overwhelmed and stressed in their practice. We can do it by encouragement and mentoring-not by criticism. Unless we have

walked in another nurse's or LNA's shoes, we must reserve judgement on where they are in the educational process.

There is room and an imminent need in nursing for every level of education. Please give some consideration to helping a nurse or LNA who is struggling and could use a wise mentor. It would be extraordinary to hear: "I want to go on and become more educated because of you", or to know that a colleague decided not to leave nursing because you believed in them.

In my career I have been very fortunate to have had incredible nurses and physicians as mentors. They have encouraged me to stand up for what I believe is right, to do what is ethical, and make decisions in the best interest of those we serve. They have shared their experiences, both positive and negative, as well as their clinical excellence. I hope that I in turn have helped others to view nursing as a wonderful career choice with a place for all levels of education and experience. I wish you all great joy in your nursing career. Please consider passing along our skills, advice and encouragement to those who work alongside of you each day.

---

## NH Center for Nursing is a Reality!

After many years of meetings, discussions, deliberations, and planning, the New Hampshire Center for Nursing is finally a reality. The Nursing Summit has been a proactive force for many years, and led the way for the evolution from the Nursing Summit to the formal structure of the Nursing Center. On November 17, 2003, the Center received letters of incorporation and is now officially recognized as a non-profit organization dedicated to providing direction for New Hampshire's nursing workforce. New Hampshire joins a number of other states in establishing this type of pivotal center, although each state has its own

unique by-laws and structure. The NH Center will be a central clearinghouse for data related to nurses and nursing assistants, and will provide guidance to the state, to health care facilities, and to academic institutions about workforce development.

The Center will be governed by a Board of Directors and larger Advisory Board comprised of representatives of the practice arena, education and private health related industry. One of the first objectives of the Center is to develop a budget and to identify potential funding sources, such as grants. Because of its 501c(3) status, the Center is eligible to receive both private funds as

well as government grants. At the final meeting of the Nursing Summit, over \$1500 was pledged to the center after Clint Jones, a passionate supporter of nurses, challenged participants to match his contribution of \$200!

Although the Board of Directors and the Advisory Board members are not yet finalized, the first meeting of the newly formed Center is scheduled for May 7, 2004. The Board welcomes the NH Center for Nursing and will work closely with the Center directors and advisors in efforts to improve the future of health care in New Hampshire.



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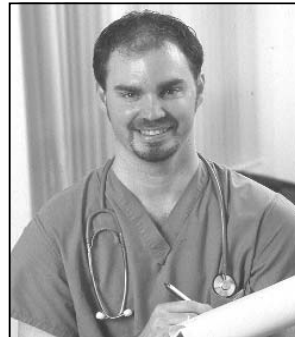
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## Board Activities September 1, 2003 - February 1, 2004

□ The question of whether or not it is within the scope of practice of a RN to manipulate/advance the endoscope with physician present. The Board opined that it is allowed provided competencies are met following Nur 305.01 (c) and (d).

□ The question of whether or not the RN can use ultrasound to locate deep veins when introducing PICC lines. The Board opined that it is within the RN scope of practice provided competencies are met following Nur 305.01 (c) and (d).

□ The question of whether or not the RN can insert intraosseus catheters. The Board opined that it is allowed provided competencies are met following Nur 305.01 (c) and (d).

□ The Board determined it is within the scope of practice of the LNA to assist clients with application of TENS unit provided competencies are met following Nur 305.01 (c) and (d).

□ The Board determined it is within the scope of practice for a RN to perform jaw relocation for stable residents provided competencies are met following Nur 305.01 (c) and (d).

□ The Board determined that it is within the RN scope of practice to practice Hypnotherapy.

□ The question of whether or not nurses could be held accountable for unlabeled medications at the bedside at Hospice House. Board opined that nurses could not be held accountable for unlabeled medications left at the bedside at Hospice House.

□ Board reviewed whether or not a candidate may continue to reapply to take NCLEX-RN or NCLEX-PN regardless of number of times failed. According to rules, there is no limitation to the number of times NCLEX can be taken. If candidate passes NCLEX after taking test multiple times, application to be flagged for review by the Board.

□ Board reviewed whether or not it is within the scope of RN practice to take part in the insertion of PEG tubes. The Board opined it is within the scope of practice for a RN provid-

ed competencies are met following Nur 305.01 (c) and (d).

□ Is it within the scope of practice for a LNA to start intravenous lines. No Board determined that it is not within the LNA scope of practice.

□ Board reviewed whether a faculty member from a nursing program in another state, who is overseeing a student practicum at a New Hampshire facility, has to have a New Hampshire RN license.

Board opined that a New Hampshire license is not required unless the faculty member is completing direct clinical care.

□ Board approved the formation of a formal subcommittee to review the issues surrounding the impaired nurse.

□ Board approved request for Re-entry Outcomes study for data collection and evaluation.

□ Welcome to new Board member - Sharon Dyer, LPN.

□ Board approved updated He-M 1201 Medication Administration Educational program for clients receiving services through the Division of Developmental Services.

## Board Encourages All Licensees to Respond to Survey!

The Board of Nursing wants YOU - ARNPs, RNs, LPNs, and LNAs! We are asking all licensees to fill out a survey that will soon be on the Board of Nursing web site

([www.state.nh.us/nursing](http://www.state.nh.us/nursing)). The survey will help us get a picture of the New Hampshire nursing and nursing assistant workforce. We want to know things like:

- the types of settings in which you practice,
- what your education background is,
- whether you work full time or part

time, or work in several different settings,

- whether or not you plan to retire in the next few years, and
- how satisfied you are with your job.

If you take the time to go to the web site and complete the survey, everyone benefits! The results will be used by policy makers, education planners, health care agencies, and the newly formed New Hampshire Center for Nursing Workforce. These are some of the questions we will be able to answer based on the results of this survey:

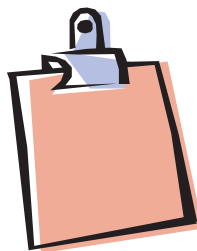
- What is the average age of practicing RNs, LPNs, LNAs?
- In what type of settings are licensees practicing?
- What is the education profile of NH licensees?
- What percentage of licensees work at more than one health care job?
- What is the level of job satisfaction among licensees?
- What percentage of licensees plan to leave or retire from their work in health care in the next year?

Please take 30 minutes to go the web site and answer the questions on the survey. All responses will be anonymous. The results of the survey will be posted on the web site within the next 9 - 12 months. Your participation will truly make a difference in planning for the future in health care and shaping policy in New Hampshire.

Thank you in advance for helping with the project!

## Continuing Education Information

In response to many questions we have updated the brochure for improved clarity. Please visit our website [www.state.nh.us/nursing/](http://www.state.nh.us/nursing/) to review this new brochure.



# Duplicate Licenses

Licenses Reported Lost, Stolen or never Received and/or Duplicate Licenses Issued (R.N., L.P.N., A.R.N.P., L.N.A.) for the period of 9/01/03 - 01/12/04

## Registered Nurses

Agosta, Kathryn Ann	028537-21	LeBlanc, Deborah A	028597-21
Algeo, Amy J	046955-21	Ley, Darla C	051484-21
Bachinski, Cheryl	046969-21	Lynch, Tammy M	044175-21
Baratta, Gail A	034469-21	Mallory, Jana	037924-21
Barthels, Cecil E	052070-21	Mazziotti, Theresa A	052019-21
Belair, Maureen	037328-21	McGrath, Cynthia	041751-21
Bergeron, Alana M	052350-21	McLaughlin, Amber J	047072-21
Bouley, Pamela M	034214-21	McPhail, Bonnie	039243-21
Brand, Karen G	028016-21	Meub, Suzanne	044800-21
Campbell, Kristin R	025544-21	Michalak, Kathleen	034687-21
Canuto, Laurie	051686-21	Morin, Amy S	033558-21
Casey, Dianne	041141-21	Morrill, Cynthia B	034204-21
Champagne, Kimberly	049799-21	Ohlund-Gemmiti, Dawn M	038710-21
Clark, Lezli G	052487-21	O'Mara, Mary K	026696-21
Cleveland, Kathleen K	038390-21	Osgood, Angela	052447-21
Cutting, Cynthia M	048853-21	Parkinson, Laura	049219-21
Daly, Susan M	042542-21	Pemberton, Amy Kristan	051162-21
Danderson, Martha S	044058-21	Perreault, Francene E H	027812-21
Dane, Jessica	046635-21	Pierce, Louisa	038758-21
DeBlois, Jennifer-jo	052180-21	Piper, Holly	049888-21
Disco Melle, Anna	025367-21	Pope, Tabitha L	051871-21
Drake, Tanya E	049324-21	Proctor, Kristin	046357-21
Dreifuss, Marion	031483-21	Rehberg, Michele Francis	038744-21
Dumais, Heather	050773-21	Richard, Kathy	046627-21
Eastman-Gaudreau, Joanna S	018360-21	Roberts, Betty E	036980-21
Elliott, April M	050459-21	Rodrigue, Kathleen Lyn	049801-21
Farris, Kimberly	049058-21	Rosato, Jeannie M	052792-21
Fleming, Patricia A	019447-21	Royce, Linda M	021277-21
Flores, Amelita	049983-21	Sanborn, Esther R	009949-21
Forbes, Bonnie	047770-21	Sargent, Sandra E	042089-21
Frederick, Patricia	041587-21	Seese, Linda D	045667-21
Gaudet, Melisa P	050858-21	Silverman, Summer G	051213-21
Gray, Robin M	032890-21	Simpson, Kathryn R	030413-21
Gutner, Janet L	052191-21	Smith, Brian G	052312-21
Habeck, Cara M	050500-21	Smith, Laura Ruths	030294-21
Holt, Miranda C	044891-21	Smith, Maribeth L	049193-21
		Souza, Lorna	024566-21

Stinson, Michelle L	049155-21
Strum, Nicole Marie	050837-21
Tomic-Beard, Raquel	034953-21
Tourneur, Kate E	049903-21
Tucker, Erin Flahardy	052186-21
Turgeon, Janet	044303-21
VanHoogen, Vanessa Q	047818-21
Ward, Donna M	043044-21
Weik, Nancy Carlson	037354-21
Whitworth, Susan E	037854-21
Wilcox, Katherine E	048963-21
Wilkins, Jennifer R	049489-21
Williams, Michelle	039466-21
Wilson, Margit F	049407-21
Zemlicka, JoAnne	050824-21

## Licensed Practical Nurses:

Avery, Ann C	010777-22
Birtelle, Kimberley	011282-22
Craig, Jennifer L	012580-22
Dion, Tammy	011658-22
Dougal, Deborah K	002141-22
Greaves, Yvette	010725-22
Hardy, Denise	012437-22
Houston, Kelly	012081-22
Moran, Nicole A	010936-22
Nault, Jeanne P	012671-22
Trainor, Christina	011671-22
Tucker, Meghan M	012376-22

## Advanced Registered Nurse

### Practitioners:

Benson, Sandra E.	042089-23-11
Mallory, Jana	037924-23-03

## Licensed Nursing Assistants:

Alicea, Sandra	018251-24
Allaire, Cathleen A	012800-24
Amyot, Tina M	013578-24
Arika, Jared M	013237-24
Burnham, Stephanie K	014078-24
Cawler, Jodi-Anne	025494-24
Chapman, Denise	005163-24
Chapman, Denise	005163-24

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*continued from page 16*

Chapman, Denise	005163-24	Houston, Cynthia	025497-24	Olivera, Nancy	015443-24
Coolidge, Elizabeth	018346-24	Isenberg, Danielle	024520-24	Parshley, Karen	024837-24
Coulter, Kimberly	026968-24	Jackson, Colleen	028054-24	Perkins, Margaret E	002068-24
Daniels, Crystal	025495-24	Jeinnings, Annette L	026528-24	Provencher, Jodie	028183-24
Dionne, Melissa	004120-24	Kilroy, Kevin M	016765-24	Reise, Mary	021681-24
Doherty, Ashley K	022914-24	Kruger, Elizabeth A	010886-24	Rennie, Michael-James	014565-24
Dow, Keziah	019463-24	LaBelle, Chandra	017185-24	Richards, Laurie	027438-24
Droz, Amanda	022336-24	Ladman, Alison	020775-24	Richardson, Brandy	027853-24
Edouard, Guertie E	025600-24	Lanpher, Melissa A	021135-24	Riche, Marie A	026466-24
Fisher, Shawne R	016653-24	Leduc, Caryn	021348-24	Rodgers, Laurel M	020040-24
Fox, Sara B	025057-24	MacDonald, Stephanie	000276-24	Sanborn, Elizabeth A	022365-24
Fuentes, Francly	025965-24	Maddocks, Caroline	023312-24	Smith, Rita Ann	006099-24
Funari, Kristen	020787-24	Martel, Brenda	001041-24	St. Onge, Holly J	015236-24
Gichuru, Alice W	026074-24	McTaggart, Kathleen R	024266-24	Streeter, Laurie A	026897-24
Godkin, Judith B	009791-24	Merritt, Kimberley	005523-24	Thomas, Virginia L	002523-24
Gour, Bobee L	018672-24	Moland, Hope E	005353-24	Van Cor, Meggan	027156-24
Guarin, John J	026827-24	Nadeau, Catherine A	021220-24	Waithira, Gladys	023162-24
Haley, Jennifer	027624-24	Ndajeh, Nathan	021995-24	Wood, Susan E	024062-24
Hamilton, Selina Kay	027286-24	Ndakaziva, Hanna	023709-24	Wynes, Yekaterina A	024731-24
Houlne, Kari L	026369-24	Njoroge, Henry K	024235-24		

## **DIRECTIONS**

### **New Hampshire Board of Nursing 78 Regional Drive, Building B • Concord, NH**

#### **From points South and I-89:**

Take exit 14 off interstate 93. At the end of exit ramp turn right (Loudon Road). Stay in the right hand lane - When you see Dunkin' Donuts on your left and Wendy's on your right take the right between Wendy's and the Colebrook Bank (Blodgett St.). Blodgett St. becomes Pembroke Road after taking a sharp left turn. Continue down Pembroke Road until you come to Chenell Dr. turn right onto Chenell. At stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn) 2nd building in on your left.

#### **From points North:**

Take Exit 15 off Interstate 93 to Rte 393 E. Take exit 2 off Rte 393 (East Side Dr.) - take a left at traffic lights. Continue on East Side Drive through 2 working traffic lights. Cross Loudon Road. East Side Dr becomes Canterbury Road after crossing the intersection at Loudon Road. At the blinking red light take a left onto Pembroke Road. Take first right onto Chenell Dr., at stop sign take a left onto Regional Dr. The Board's office is located at 78 Regional Dr. (right hand turn), 2nd building on your left.

#### **From Rte. 4:-**

Take Rte. 393 W, take Exit 3 to Rte. 106. At the traffic light take a left onto Rte. 106 and continue south, past Steeplegate Mall. At the traffic light located at Rte 106 & Pembroke Road, take a right onto Pembroke Road. Take your first left onto Industrial Park Road. About ¼ - ½ mile on your right is Regional Dr. The Board's office is located at 78 Regional Dr. (left hand turn), 2nd building on your left.



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Please send resume, indicating position of interest in the Concord region, to: **Human Resources Generalist, Dartmouth-Hitchcock Concord, 253 Pleasant St., Concord, NH 03301. Fax: 603-226-2152. E-mail: hrconcord@hitchcock.org**

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[www.dartmouth-hitchcock.org](http://www.dartmouth-hitchcock.org)



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To talk about current or future openings, feel free to contact us at:

Human Resources Department  
Monadnock Community Hospital  
452 Old Street Road • Peterborough, NH 03458

Phone (603) 924-7191 Fax (603) 924-9727

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# Board Actions

At its March 20, 2003 meeting, Board members voted not to publish names of individuals involved in disciplinary actions. Names can be obtained by calling the Board office. The Board further voted Reprimands will no longer be posted in the Newsletter. Any questions, please call Susan Goodness at the Board office, (603) 271-2323.

LICENSE NUMBER	BOARD ACTION	DATE OF ACTION	LENGTH OF TIME	CITY/STATE OF LAST KNOWN EMPLOYER	ACTION CAUSING DISCIPLINARY ACTION
026384-21	Suspended - pursuant to 12/26/01 S.A.	9/12/2003	2 yr	Portsmouth, NH	Violation of 12/26/01 Settlement Agreement, Section III K
042469-21	Suspended	10/16/2003	6 mo	Franklin, NH	Admitted to misappropriation of narcotic pain medications and a substance abuse problem with narcotic pain medications.
038697-21	After obtaining approval to enter a refresher course, Issue temporary license.	10/16/2003	n/a		
037757-21	Reinstate w/probation and restrictions/cond.	10/16/2003	1 yr		
011564-22	Probation & \$100.00 fine	10/16/2003	1 yr	Nashua, NH	Recorded patient blood sugar values that had not actually been obtained. There were no apparent untoward consequences to the patients.
042695-21	Reinstate license after receipt of letter from Psych. within next 2 weeks	10/16/2003	n/a		
031495-21	Reprimand Annuled	10/16/2003	n/a		
041300-21	Reinstated w/restrictions and conditions	10/16/2003	1 year		
002786-22	Remove all restrictions/conditions	10/16/2003	n/a		
047113-21	Reinstate w/conditions & restrictions	10/16/2003	1 yr		
037609-21	Reinstate w/probation, restrictions/cond.	10/16/2003	1 yr		
019695-24	Suspended	10/16/2003	6 mo.	W Stewartstown, NH	Observed in abusive acts toward several residents including: pulling a resident up by the ankles for incontinence care, pulling a resident up by the wrists, leaving a resident soiled, speaking sharply to a resident and mocking a resident with dementia when resident clamped down on the fork at mealtime.
036568-21	Reinstated Probationw/restrictions & cond.	11/20/2003	1 year		
042730-21	Removed stipulations	11/20/2003	n/a		
012423-22	6 Mo. Probation w/restrictions & Reprimand	11/20/2003	n/a	Nashua, NH	Admitted to administering an additional sub lingual dose of narcotic pain medication shortly after the ordered dose, because the patient's relative was agitated.
015680-21	Probation w/restrictions	11/20/2003	6 mo.	Berlin, NH	Admitted to making three medication errors involving omission of narcotics for which he was counseled and three additional errors involving omission of coumadin which resulted in the patient having non-therapeutic clotting values.
040148-21	Probation w/restrictions & conditions	11/20/2003	1 yr	Rye, NH	Admitted to making a medication error involving insulin administration; failed to administer an ordered medication; failed to document two administered controlled medication; and documented medications as administered when, in fact, they were not administered.
043016-21	Revoked; \$200 fine	11/20/2003	n/a	Warner, NH	Engaged in fraud or deceit in procuring a license; failing to provide information requested by the Board through its Investigator/Prosecutor.
045368-21	Reinstated w/restrictions & conditions	12/18/2003	1 yr		
052218-21	Suspension	12/18/2003	1 yr	Derry, NH	Admitted to alcohol abuse and dependence, and reporting for duty under the influence of alcohol
047808-21	Revoked (permanently)	1/15/2004	indef	Bedford, NH	Administered IV morphine to a patient without a doctor's order by directly injecting it into the patient's vein.
029731-21	Voluntary Surrender	1/15/2004		Lebanon, NH	Admitted he administered narcotic pain medications at times not consistent with physician orders and without performing pain assessments; was inaccurate in signing out, wasting and otherwise accurately accounting for narcotic pain medications; and failed to accurately and completely record narcotic pain medications.
025936-21	Voluntary Surrender	1/15/2004		Raymond, NH	Witnessed looking at items in a coworker's purse without their permission, including a bottle of medication.
038546-21	Suspend	1/15/2004	9 mo	Hudson, NH	Admitted to forging another nurse's initials, misappropriation of narcotic pain medications, and having a substance abuse problem with narcotic pain medications
011489-22	Voluntary Surrender	1/15/2004			Reciprocal discipline with Massachusetts
This narrative section is meant to educate other licensees and to serve as a deterrent. It is not meant to be punitive.					



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### ICU

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### Emergency

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## ASSISTANT DIRECTOR OF NURSING

Looking to make a DIFFERENCE?  
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The Augusta Mental Health Institute soon to be RIVERVIEW PSYCHIATRIC CENTER is seeking an ASSISTANT DIRECTOR of NURSING to join our nursing leadership team of highly trained, enthusiastic and dedicated professionals as we move toward the future!

This position will provide clinical staff support and works with an interdisciplinary team to establish the highest standards of mental health care for our patients. Additionally, this is professional services work in assisting the Director of Nursing in managing and administering nursing services in a multi-unit division at a large mental health facility. Duties include directing, coordinating, monitoring, evaluating, and planning nursing and allied services, providing for day-to-day management of all nursing operations and staff including clinical, administrative, and managerial employees.

Minimum qualifications: A Masters Degree in Nursing, Psychiatric Nursing or Nursing Administration and four (4) years experience in progressively responsible positions in the nursing field to include at least two (2) years experience in management or supervising a moderate-size nursing staff OR an equivalent combination of education and experience. Psychiatric nursing experience is a plus!

Licensing/Registration requirements: Licensed as a Registered Nurse as issued by the Maine State Board of Nursing.

Value of State-paid health and dental insurance: \$265.82 bi-weekly (USIG Health \$255.14 / Dental \$10.68). Salary: \$52,354 - \$69,555 (includes \$1.00/hr stipend).

Please send application, resume and cover letter to:

Melissa Corrigan, Personnel Assistant  
Augusta Mental Health Institute  
PO Box 724 • Augusta, ME 04332  
Phone: (207) 287-4519  
Fax: (207) 287-7205



## Colby-Sawyer College

### DEPARTMENT CHAIR:

### Nursing Department

Colby-Sawyer College is seeking a collaborative, visionary, and progressive educator to serve as department chair in our CCNE-accredited baccalaureate nursing program, beginning August 2004. The College's focus on combining the values of traditional arts and sciences with those of professional preparation creates abundant opportunities for interdisciplinary teaching and learning experiences. The ideal candidate will hold an earned doctorate (Ph.D. in Nursing preferred) and master's degree in Nursing. Teaching experience at the baccalaureate level in a small college is preferred, as well as evidence of creative, participatory leadership to serve as a role model and colleague for nursing faculty. Ability to build on the new community nursing curriculum and maintain the momentum in the department will be crucial. Candidates should demonstrate the ability to collaborate with other academic departments of the college and to partner with other health care and health education agencies. Knowledge of national nursing trends and the regulatory environment in nursing are essential, as are a recent connection to the clinical setting, excellent interpersonal skills, and the ability to work with administrators, faculty, and students in a college that values excellent teaching.

Colby-Sawyer College is a comprehensive liberal arts college located in scenic Central New Hampshire, recognized for the excellence of its academic and co-curricular programs. Our faculty and staff consider it an important and welcome aspect of their jobs to get to know, encourage, inspire, and offer guidance to each of our students. Visit our website at [www.colby-sawyer.edu](http://www.colby-sawyer.edu) to learn more about our unique teaching and learning community. Send current resume, letter of application, statement of teaching philosophy, and names and telephone numbers/e-mail addresses of four references to: Human Resources, Colby-Sawyer College, New London, NH 03257. (603) 526-3740. **Electronic submissions are preferred**, e-mail: [welcome@colby-sawyer.edu](mailto:welcome@colby-sawyer.edu).

Colby-Sawyer College actively encourages diversity among students, faculty, and staff

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For consideration, please apply in person or forward resume to:  
**HealthSouth Rehabilitation Hospital, 254 Pleasant Street,  
Concord, NH 03301. Fax: 603-226-9808; Phone: 603-226-9800;  
Email: [Erika.Pouliot@HealthSouth.com](mailto:Erika.Pouliot@HealthSouth.com)**





## Day of Discussion with the New Hampshire Board of Nursing

### Self-Reflective Leadership: Creating a Field of Health Caring

Diana M. Crowell PhD, RN, CS, CNAA

also

### Medication Safety, Holistic Nursing, Impaired Nurse Programs, Education Roundtable & Poster Session

June 2, 2004, 8:00 am - 4:00 pm  
The Radisson Hotel and Conference Center  
Merrimack, NH

Join your nursing colleagues for an exciting day of learning with Diana Crowell and other dynamic speakers. Have a dialogue with your Board of Nursing members and learn about what's new in practice regulation.

Diana will help you reflect on your personal and professional life balance and values. She will offer insights into how health organizations are complex adaptive systems and why they seem so unpredictable and hard to control. You will explore the vital importance of developing effective relationships in order to influence the work environment and nursing practice.

Diana has extensive experience in practice, administration, education, consultation, and coaching. She has masters degrees in Counseling and in Nursing Management, as well as a PhD in Leadership in Health Care Systems. She currently teaches, consults, and coaches about personal and professional leadership. Her goal is to help others to develop insights into themselves, their relationships and their organizations. Her most satisfying work is influencing nurses to be their best so they can positively influence their work environment and the quality of health care.

In the afternoon, attend one of the breakout sessions to learn about medication safety, holistic nursing practice, impaired nurse programs, or discuss the latest ideas in teaching with other educators.

Once again this year, there will be a poster session reflecting a wide array of projects and initiatives undertaken by your colleagues. Posters will describe initiatives in leadership, patient safety, and holistic practice.

*"We are the ones we've been waiting for"*  
from a Hopi Elder, Oraibi, Arizona, Hopi Nation

### Conference Schedule (tentative)

8:00 - 8:45	Registration / Poster set-up
8:45 - 9:00	Welcome
9:00 - 10:00	Self-Reflective Leadership (Part 1)
10:00 - 10:30	Break & Poster Session
10:30 - 12	Self-Reflective Leadership (Part 2)
12:00 - 1:00	Lunch & Poster Session
1:00 - 2:30	Break Out Sessions <ul style="list-style-type: none"> <li>• Presence: The Essence of Holistic Nursing</li> <li>• Medication Safety</li> <li>• The Impaired Nurse: Programs and Pit Falls</li> <li>• Educators Roundtable</li> </ul>
2:30 - 2:45	Break & Poster Session
2:45 - 4:00	Ask the Board.....
4:00	Distribution of CE Certificates
	Contact hours: 6.3

### Directions

Take Everett Turnpike, Route 3, to Exit 11 (Merrimack).

On the exit ramp, if you have come in from the south, take a left at the first set of lights and then proceed to the flashing light. If you have come in from the north, go straight through the first set of lights and proceed to the flashing light. At the flashing light take a right onto Executive Park Drive. The Radisson is on the left.

### Registration: Please print clearly:

Name: \_\_\_\_\_

Home Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Title: Please check:

☐ LNA/MNA    ☐ RN    ☐ LPN    ☐ ARNP

**Cost: \$65.00 (includes breaks and lunch)**

Registration is limited to 300

**Mail check, made payable to Treasurer, State of New Hampshire, and this registration form to:**

NH Board of Nursing  
PO Box 3898

Concord, NH 03302-3898

**ATTN: RN & LPN Day of Discussion**

**Please note that no fax registrations can be accepted. Thank you!**  
**SORRY - NO REFUNDS!**

## WE'RE HERE FOR YOU!

### – DEPARTMENT MANAGER –

#### CRITICAL CARE (ED/ICU)

Responsible and accountable for 24/7 coordination of nursing activities and providing clinical and managerial leadership and expertise for the Emergency Department, Intensive Care Unit, and Specialty Clinics.

Qualifications: previous clinical and ED experience for 5-8 years, previous management experience for 2-3 years; ACLS required; critical care experience preferred; BS or BSN strongly preferred; MS or MSN preferred.

### – DEPARTMENT MANAGER –

#### INPATIENT (MED/SURG/OB)

Responsible and accountable for 24/7 coordination of nursing activities and providing clinical and managerial leadership and expertise for the Med/Surg and Obstetrical units. Qualifications: previous clinical experience for 5-8 years, previous management experience for 2-3 years; ACLS required;

BS or BSN strongly preferred; MS or MSN preferred.

### – CRITICAL CARE INSTRUCTOR –

Challenging position for a BSN-prepared nurse to coordinate education for all staff, primarily nursing. Current N.H. license-eligible; BLS and ACLS provider/instructor; PALS provider/instructor preferred. Min. five years' experience in acute/critical care. Experience mentoring/precepting new nurses.

### – EMERGENCY DEPARTMENT RN –

FT staff nurse, night shift. Minimum three years' nursing experience. ED experience and/or critical care experience required. Current BLS, ACLS, N.H. license-eligible.

### – INTENSIVE CARE RN –

PT (24/week) 7 p.m.-7 a.m. Minimum three years med/surg exp. ICU experience required. Current BLS, ACLS, Basic EKG, Critical Care Course, N.H. license-eligible.

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*NEW HAMPSHIRE BOARD OF NURSING*

**RN & LPN Day of Discussion  
& Poster Session  
June 2, 2004**

**Call for Abstracts: Leadership, Holistic Practice,  
Patient Safety, Creating the Future**

The Board of Nursing invites you to submit an abstract for the poster session that will be included in the RN & LPN Day of Discussion scheduled for June 2, 2004. We are looking for practice initiatives or research studies that have:

- ♦ Introduced new leadership initiatives in your organization
- ♦ Contributed to creating a holistic and caring environment
- ♦ Facilitated creation of a safer environment for patients
- ♦ Contributed to creating a better future for nurses and patients

Abstracts should be no more than 1 page and should include the title, a brief summary of the project, and a description of how your project relates to furthering leadership, holistic care, safe patient environments, or the future of health care. **Deadline for submission is March 29, 2004.**

Abstracts can be submitted via email or US mail. Send one copy that includes your name, facility, and contact information, and 1 copy without identifying information. Applicants will be notified by April 30, 2004. For additional information, contact Judith Evans at the Board of Nursing ([jevans@nursing.state.nh.us](mailto:jevans@nursing.state.nh.us)) or 271-3822 or PO Box 3898, Concord, NH 03302-3898).

*PLAN NOW TO SUBMIT YOUR ABSTRACT!*

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*from a Hopi Elder, Oraibi, Arizona, Hopi Nation*  
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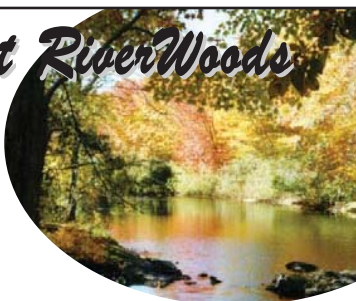
To view employment opportunities,  
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email: [dbarker@riverwoodsrc.org](mailto:dbarker@riverwoodsrc.org), or contact Human Resources at 603 772 4700.  
You can also visit our web site at [www.riverwoodsrc.org](http://www.riverwoodsrc.org).

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# Licensed Nursing Assistant Annual Meeting & Conference

## Issues in Long Term Care, Acute Care and Home Care

### April 1, 2004 • 8:00 am-3:45 pm

### The Radisson Hotel and Conference Center • Merrimack, NH

Update your Nursing Assistant Practice by attending this year's conference. A wide range of speakers and topics for the LNA and two break out sessions for the MNA will assist you in meeting your contact hour requirements.

You can even take advantage of a chair massage, compliments of North Eastern Institute of Whole Health.

#### Conference Schedule

8:00 - 8:30 am: Registration

8:30 - 8:45 am: Welcome

8:45 - 10:00 am: Patient Rights and the LNA

10:00 - 10:30 am: Break

10:30 - 11:30 am: Break Out Sessions (pick one)

- MNA track: Medication Error Reporting and Prevention
- Skin Care and Wound Management
- Understanding LNA Scope of Practice

11:30 am - 12:30 pm: Lunch

12:30 - 1:30 pm: Break Out Sessions (pick one)

- MNA track: Medications and the Elderly
- Diabetes Management
- Leadership and the LNA

1:30 - 1:45 pm: Break

1:45 - 2:45 pm: Caregiver Stress: Caring for the Caregiver

2:45 - 3:45 pm: Q&A Opportunity with your LNA Board of Nursing Members & Board Staff

3:45 pm: Distribution of Contact Hour Certificates

#### Speakers

Margaret Walker, RN, BSN, MBA, Executive Director of the NH Board of Nursing will welcome participants and provide opening remarks.

Hollie Noveletsky-Rosenthal, PhD, RNCS, a Geriatric Nurse Practitioner currently employed at Frisbie Hospital's outpatient geropsych department will present Medications and the Elderly.

JoAnn Jordan, RN, MEd, Regional Ombudsman with the LongTerm Care Ombudsman Program will present Patient Rights and the LNA.

Anita Paris, RN, MS and Lorene Reagan, RN, Program Specialists with the NH Board of Nursing will present Understanding LNA Scope of Practice.

Melinda Leighton, RN, BSN, CDE a Clinical Diabetes Educator at Exeter Hospital will present Diabetes Management.

Debbie Rodier, RN, Director of Residential Services, Denise Hall, RN, Director of Nursing, Keri Anthony, LNA and Gail Martin LNA, all of the Mark Wentworth Home will present Leadership and the LNA.

Doris Barratt RN, CS, ARNP, Clinical Staff with Monadnock Hospital Health Services will present Skin Care and Wound Management.

Marge Kerns, RPh, Director, Medical Safety and Healthcare Management at LRG Healthcare will present Medication Error Reporting and Prevention.

Linda Morel, LNA and Brenda Howard, LNA, members of the NH Board of Nursing will participate in a panel with board staff. This is your opportunity to ask LNA practice-related questions.

Contact hours: 6.3 (including 2.4 for MNA's).

#### Directions

Take Everett Turnpike, Route 3, to Exit 11 (Merrimack).

On the exit ramp, if you have come in from the south, take a left at the first set of lights and then proceed to the flashing light. If you have come in from the north, go straight through the first set of lights and proceed to the flashing light. At the flashing light take a right onto Executive Park Drive. The Radisson is on the left.

#### Registration: Please print clearly:

Name:

Home Address:

Home Phone:

Title: Please check:

☐ LNA/MNA ☐ RN ☐ LPN ☐ ARNP

Which breakout sessions will you be attending?

a.m. (check one)

- ☐ Error Prevention
- ☐ Skin and Wound Care
- ☐ LNA Scope of Practice

p.m. (check one)

- ☐ Medication and Elderly
- ☐ Diabetes Management
- ☐ Leadership and the LNA

Cost: \$45.00 For LNA's (& MNA's)  
\$80.00 for all others

Registration Deadline: March 17, 2004.

Registration is limited to 300 with preference to LNA's & MNA's

Mail check, made payable to Treasurer, State of New Hampshire, and this registration form to:

NH Board of Nursing

PO Box 3898

Concord, NH 03302-3898

ATTN: LNA Conference Registration

Please note that no fax registrations can be accepted. Thank you!



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# Frequently Asked Questions (FAQ)

## Paid Feeding Assistant in Long Term Care Facilities

### What is the role of the Paid Feeding Assistant?

Paid Feeding Assistants are individuals who have been trained to provide feeding assistance to residents of long term care facilities, under the supervision of the RN or LPN.

### Why was this role developed?

The role was developed to provide more residents with help in eating and drinking and reduce the incidence of unplanned weight loss and dehydration. Some residents only need encouragement or minimal assistance, which does not require nursing training.

### Who can be a Paid Feeding Assistant?

Paid Feeding Assistants can be part-time workers, retired individuals or homemakers who are available for a few hours per day. They may also be older students who come into the facility for 1-2 hours at the noon or evening meal. In some facilities, all non-medical employees are required to complete the training and help feed residents at mealtimes.

### How can I become a Paid Feeding Assistant?

Facilities requesting approval for a Paid Feeding Assistant training program must submit a curriculum to the Board of Nursing. Paid Feeding Assistants must successfully complete an eight (8) hour, NH Board of Nursing approved training course that includes:

- Feeding techniques
- Infection Control
- Assistance with feeding and hydration

- Resident rights
- Communication and interpersonal skills
- Response to resident behavior
- Recognizing and reporting resident changes
- Safety and emergency procedures

### Who teaches the Paid Feeding Assistant course?

Professionals requesting approval as an Instructor must submit a Faculty Approval form to the Board of Nursing. Those professionals considered as Instructors are:

- Registered Nurses
- Dieticians
- Physical Therapists
- Occupational Therapists
- Speech Therapists
- Licensed Practical Nurses

### How will I know which residents will need feeding assistance?

Selection of residents shall be based on the resident's plan of care and the RN or LPNs professional judgement and experience. A facility must ensure that Paid Feeding Assistants are assigned only residents who have no complicated feeding problems.

### Who do I contact if I have a problem during the feeding?

Paid Feeding Assistants work under the supervision of a RN or LPN. The licensed nurse, using his/her professional judgement should select those residents who can be safely fed in their own rooms or in the dining room, based on resident selection/criteria. In the event of an emergency, the Paid Feeding Assistant must call a licensed nurse for help utilizing the resident call sys-

tem established by that facility.

### What if a resident's family or friend routinely assists with feeding. Do they have to complete the training course?

Volunteers and family members are not required to complete the Paid Feeding Assistant training. It is up to the facility to determine whether or not to require volunteers and family members to complete the training. Facilities are responsible for the care and safety of residents, even if the resident is fed by a relative or a friend.

For further information regarding the Paid Feeding Assistant Program, please contact:

Anita H. Paris RN, MS  
Program Specialist II  
New Hampshire Board of Nursing  
Phone: (603) 271-6349  
Fax: (603) 271-6605

### **Approved Paid Feeding Assistant Programs**

Grafton County Nursing Home  
Mtn View Nursing Home - Ossipee  
Alice Peck Day Hospital - ECU  
Rockingham County Nursing Home Care Services  
St. Vincent De Paul, Berlin  
Country Village, Lancaster  
Coos County Nursing Home  
Golden View Health Care Center, Meredith

# Medication Nursing Assistant

In 2001, the Administrative Rules were updated and section Nur 900 was added to reflect a new designation: the Medication Nursing Assistant (MNA). This information is intended to define the roles of the RN, LPN and MNA.

**Question:**

**What is a Medication Nursing Assistant (MNA)?**

**Answer:**

A Medication Nursing Assistant (MNA) is a Licensed Nursing Assistant (LNA) who has completed a Board approved medication administration program conducted by a Board approved Registered Nurse. Board approved medication administration programs must offer a minimum of 30 hours of theoretical content and 30 hours of clinical content.

In order to qualify as a student to take a Board approved medication administration program, there are strict criteria. The LNA must have the following qualifications: he/she must hold a valid and unrestricted nursing assistant license, have been employed as a LNA within the past 5 years for an equivalent of 2 years of full time employment, and possess proficiency in English and basic math. The prospective MNA student must state their desire to be proficient in the administration of medications and submit two character references from an employer affirming their honesty, integrity, compassion and enthusiasm for nursing-related activities. The prospective student may not have a history of felony conviction and is expected to comply with the application and tuition requirements of the sponsoring institution.

Upon completion of a Board approved medication administration program, the LNA must apply to the Board of Nursing and be issued a "Certificate" to administer medications.

Certification as a MNA allows the LNA to administer medications under the supervision of a RN/LPN to "stable" clients.

**Question:**

**What is the role of the MNA?**

**Answer:**

The MNA is intended to function as a care partner of the RN/LPN in the task of medication of administration to stable clients.

**Question:**

**What does "stable" mean?**

**Answer:**

Stable is defined in Nur 401.01(m) and "means a client whose health status is under control and raises no expectation that the client's symptoms, vital signs, or reactions to medications will suddenly change."

**Question:**

**As a MNA, how will I know if the clients to whom I am administering medications are stable?**

**Answer:**

As a MNA, it is not your responsibility to determine the stability of the clients to whom you have been assigned to administer medications. This is the responsibility of the supervising RN or LPN. The RN or LPN will determine which clients are stable and, based on the principles of delegation outlined in Nur 404, can be appropriately assigned to the MNA.

**Question:**

**What is the scope of practice of a MNA?**

A MNA is certified to administer medications under the supervision of a RN or LPN through the following routes to stable clients: topical, oral, nasal, ocular, auricular, vaginal and rectal. A MNA may not administer injectable medications or medications that require a dosage calculation or conversion. A MNA may not administer medications that require determination of the client's need for medication. Administration of injectable medications, calculation or conversion of the dosage and/or determination of the client's need for the medication is the responsibility of the RN or LPN.

It is essential to remember that a

LNA/MNA always works under the supervision of a RN or a LPN. There are no exceptions to the need for RN or LPN supervision of a LNA or a MNA.

**Question:**

**Does the RN or LPN supervision need to be direct supervision?**

**Answer:**

There is no specific requirement for direct supervision of the MNA.

The level of supervision necessary and the need for direct vs. indirect supervision should be determined by the supervising RN or LPN, based on the principles of delegation outlined in Nur 404.

**Question:**

**What if I work beyond my Scope of Practice as an MNA?**

**Answer:**

If you follow the rules and administer medications according to your educational program training and as outlined in Nur 400 and Nur 900, then you should not have a problem. However, if you violate these rules, you may be subject to discipline by the Board of Nursing, up to and including suspension or revocation of your MNA certificate.

**Question:**

**What if I don't have supervision?**

**Answer:**

It is inappropriate for a LNA or MNA to work without RN or LPN supervision. Supervision can be direct or indirect. If you have no supervision or inadequate supervision, you should not be providing care as a LNA/MNA. You must be supervised by a RN/LPN.

**Question:**

**I have just become a MNA. Can I still work as a LNA?**

**Answer:**

Yes. As a MNA, it is important to understand that you are, first and foremost, a LNA. Your MNA certi-

cate allows you, as a LNA, to be delegated the task of medication administration to stable clients. Depending on the decision of the delegating RN or LPN, you may be asked to function as either a MNA or a LNA.

**Question:**

**What if I am asked to pass medication and complete LNA duties on the same shift?**

**Answer:**

If you are assigned to administer medications, you must focus on completion of this task. Once the medication pass is complete, you may be asked to take a LNA assignment.

**Question:**

**What if a supervising RN or LPN determines that certain clients do not meet the definition of "stable"?  
Can the nurse be forced to delegate medication administration for those clients to a MNA?**

**Answer:**

No. According to RSA-B:33 III "No person may coerce a licensed nurse into compromising patient safety by requiring the licensed nurse to delegate if the licensed nurse determines it is inappropriate to do so."

**Question:**

**Can a MNA delegate tasks of client care to another MNA or to a LNA?**

**Answer:**

No. Only a RN or LPN can delegate tasks of client care.

---

## To all Medication Nursing Assistants (MNA's)

Now that the MNA program has been in place for a year, we will be developing a survey with questions relating to Medication Nursing Assistants. Please watch our website for details in March 2004. Please take a few minutes to complete the survey. Your assistance in the survey process is greatly appreciated.

## NCLEX Retake Period Changes from 90 Days to 45 Days

Beginning January 1, 2004, the period of time that a RN or LPN candidate has to wait before retaking NCLEX changed from 90 days to 45 days. As before, candidates are allowed unlimited testing attempts.

## New Online Form Added to the Website

Please note that an "Educational Reporting Form" will be available on our website by March 1st, 2004. This form is to be used when making a formal complaint regarding a Board approved education program or Board approved faculty. It can be accessed at [www.state.nh.us/nursing](http://www.state.nh.us/nursing) under Online Forms.

## Grafton County Nursing Home is Our First

Grafton County Nursing Home has the distinction of being the first in the state to receive approval for a Paid Feeding Assistant Program. Three employees completed the course on December 22, 2003. (front row: Angela Hart on right, Tanya Locke on left back row: Anna Page on right Ellen Chapin, R.N., M.S., instructor.)





**EDUCATIONAL PROGRAMS APPROVAL STATUS**  
**REGISTERED NURSE:**

Program	Coordinator	Outcome
<b>January 15, 2004</b> <ul style="list-style-type: none"> <li>Direct Entry Master's Program Department of Nursing University of NH</li> </ul>	Raelene Shippee-Rice	Initial Approval

**EDUCATIONAL PROGRAMS APPROVAL STATUS**  
**LICENSED PRACTICAL NURSE:**

Program	Coordinator	Outcome
<b>January 15, 2004</b> <ul style="list-style-type: none"> <li>Skill Med Services, Inc.</li> </ul>	Bonnie McPhail	Initial Approval

**EDUCATIONAL PROGRAMS APPROVAL STATUS**  
**LICENSED NURSING ASSISTANT:**

Program	Coordinator	Outcome
<b>September 18, 2003</b> <ul style="list-style-type: none"> <li>Skill Med Services, Inc.</li> </ul>	Bonnie McPhail	Continued Approval
<b>October 16, 2003</b> <ul style="list-style-type: none"> <li>RW Creteau Regional Voc. Center Spaulding High School</li> <li>Clinical Career Training, LLC</li> <li>Concord Regional Tech. Center Concord High School</li> <li>W.H. Palmer Voc. Tech. Center Alvirne High School</li> <li>Sunbridge Care &amp; Rehab-Exeter</li> <li>Huot Technical Center Laconia High School</li> <li>Dover Adult Learning Center</li> </ul>	Sharon Lewis Melanie Hill Denise Hargreaves Joanne Montenero Frankie Pugh Cathy Weigel Kathleen Clark	Continued Approval Continued Approval Continued Approval Continued Approval Continued Approval Continued Approval Continued Approval
<b>November 20, 2003</b> <ul style="list-style-type: none"> <li>Genesis Eldercare-Lebanon Center</li> <li>Hugh Gallen Regional Voc. Center Littleton High School</li> <li>Berlin Tech. Center Berlin High School</li> <li>Salem Voc. Center Salem High School</li> <li>Region 9 Voc. Center Wolfeboro High School</li> <li>Seacoast School of Technology Exeter Area High School</li> </ul>	Nadine Gates Gail Minor-Babin Judith Collins Diana Jeans Mary Wakefield Linda Cutler	Continued Approval Continued Approval Continued Approval Continued Approval Continued Approval Continued Approval

- |                                      |                       |                    |
|--------------------------------------|-----------------------|--------------------|
| • Kendal @ Hanover                   | Pending               | Continued Approval |
| <b>January 15, 2004</b>              |                       |                    |
| • Partridge House, LLC               | Eileen Piet           | Continued Approval |
| • Health Career Training Assoc., LLC | Rita Pieslak-Houghton | Continued Approval |
| • Care Services                      | Debra Cardin          | Continued Approval |
| • Haven Health Center of Derry       | Pending               | Continued Approval |
| • Sullivan County Nursing Home       | Carol Williams        | Continued Approval |

**EDUCATIONAL PROGRAMS APPROVAL STATUS****MEDICATION NURSING ASSISTANT:**

Program	Medication Nurse Reviewer	Outcome
<b>October 16, 2003</b>		
• Merrimack County Nursing Home	Stacey Bardellini	Initial Approval
<b>November 20, 2003</b>		
• NH Community Technical College Berlin	Nancy Smith	Continued Approval
• Care Services	Debra Cardin	Continued Approval
• St Joseph School of Health Occ.	Pamela Wetmore	Continued Approval
<b>January 15, 2004</b>		
• Clinical Career Training, LLC	Melanie Hill	Continued Approval
• Coos County Nursing Hospital	Wendy Brousseau	Continued Approval
• Riverside Rest Home	Diane Vashey	Continued Approval
• Rockingham County Nursing Home	Claudia Finlay	Continued Approval
• NH Community Technical College Stratham/Pease	Anne Marie King	Continued Approval
• American Red Cross-NH West	Patricia McIntire	Continued Approval

# Being a Camp Nurse in New Hampshire - Some Points to Ponder

Always keep in mind that **YOU** are responsible for knowing your Board of Nursing rules **AND** the policies of your workplace. The tasks that you perform under your nursing license must also be in compliance with the policies of your workplace. Your workplace may limit you from performing tasks that are allowed by the Board of Nursing, but your workplace cannot require you to do more than the Board of Nursing allows.

When a task is allowed via additional training under Nur 305.01 (c) & (d), refer to this section in the Administrative Rules. Keep in mind that tasks allowed with the additional training described in these rules must be documented with a written plan for maintaining competence and that the plan must be updated at least annually.

Some things to consider before agreeing to employment:

## 1. Licensure

To practice nursing in New Hampshire, you must hold an active NH license. This law applies across the board to all nurses practicing in NH, regardless of how long they practice here. This means that if you are a nurse licensed in another state, you will need to obtain a NH nursing license and you will need to begin the application process in time to be licensed before your camp employment begins. As part of the licensing procedure you will need to have a criminal background check, which involves sending a notarized form to the NH State Police and having the NH State Police send a report to the NH board of Nursing. Plan ahead! There is more information about this process at: <http://www.state.nh.us/nursing/licensure.html>.

## 2. What is the time commitment you are agreeing to?

Think about what time commitments you can make and realistically continue to maintain sound nursing judgment. What exactly are the hours that you are on duty? Are the terms of your employment clear about exactly when you are and are not responsible for the well being of the campers?

Keep in mind the following definitions of "Registered nursing" and "Practical nursing" that are in the rules of the Board of nursing. You are held to these definitions in your practice regardless of the conditions of employment that you agree to. Review whatever definition applies to your license, and consider carefully whether you can act as a Registered or Practical nurse given the time commitments you are making to the camp:

Nur 101.06 "Practical nursing" means "practical nursing" as defined by the statute RSA 326-B:2, XVI. Review the definition in the statute which is found at: <http://www.gencourt.state.nh.us/ras/html/XXX/326-B/326-B-2.htm>, on the State of NH website.

Nur 101.08 "Registered nursing" means "registered nursing" as defined in the statute RSA 326-B:2, XVIII. Review the definition in the statute which is found at: <http://www.gencourt.state.nh.us/ras/html/XXX/326-B/326-B-2.htm>, on the State of NH website.

## 3. Supervision of other personnel

Will the camp be hiring anyone else to assist you? Or will the camp be expecting other camp personnel to perform client care? If either of these are the case, are the terms of your employment clear about whether you are required to supervise non-nursing personnel? Be sure to review the Board of Nursing's regulations about delegation, located in the

Board of Nursing's Administrative Rules at Nur 404. To access these rules on the web go to <http://www.gencourt.state.nh.us/rules/nur100-900.html>. There are several factors to be taken into consideration when delegating tasks of client care to unlicensed personnel, and you need to know them and be comfortable that you can abide by them before you make a commitment to supervise unlicensed personnel.

## 4. Knowing the NH Department of Environmental Services rules that regulate camp licensing.

Camps in NH are governed by a set of administrative rules written by the Department of Environmental Services. These rules can be found in the New Hampshire Administrative Rules at Env-Ws 1120. To access these on the web, go to <http://www.des.state.nh.us/rules/envws1120.pdf>. These rules govern everything from the requirements of health care staffing to locking of medications not in use, as well as dishwashing, toilet facilities and safety considerations. For further information you can contact one of a DES official who works with camp regulation at (603) 271-2542. Since the camp must abide by these rules in order to maintain their own license, the camp will obviously need you to abide by these rules. Therefore you must know the rules and be comfortable abiding by them before you agree to employment.

## 5. Unusual Medication Practices and Prescriptions

The New Hampshire Board of Pharmacy advises you to direct questions relative to state and federal drug laws to the Board of Pharmacy by calling (603) 271-2350 and asking to speak to a compliance inspector.





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## Committee Meetings:

**Liaison Committee** meets the fourth Thursday of the month as needed. The committee agenda is finalized 10 days before the meeting date. Please call Judith Evans for more details.

**Practice and Education Committee** meets as needed. Please contact Lorene Reagan or Anita Paris via e-mail or by phone for more details and meeting dates.

**Educators Committee**, an ad hoc committee for academic and practice educators meets once each quarter. Call Judith Evans for more information.

**Joint Health Council** meets once each quarter usually the first Monday of the last month of the quarter, (e.g. Dec., April.) **Next meeting** Dec. 8, 2003. See web site for agenda, minutes and other information.

**All meetings are open to the public and are held at the Board office.**

## JOINT HEALTH COUNCIL MEMBERS

Members serve 3 year terms and are able to serve 2 terms for a total of 6 years

	<u>Appointed</u>
Dr. Wayne Dutch	12/4/00
Dorothy Mullaney, ARNP	12/4/00
Dr. Ira Schwartz	6/2/03
Dr. Michael Carvalho	6/4/01
Dr. Peter Dicks	6/2/02
Dr. Charles Felton	9/11/00
Dr. Steven Whitcomb	9/11/00
Jack Neary, ARNP	3/4/02
Mary Bidgood-Wilson	12/2/02

## HOLIDAYS OBSERVED

May 31, 2004

July 5, 2004

September 6, 2004

November 11, 2004

November 25, 2004

November 26, 2004

December 24, 2004

## BOARD MEETINGS

Are held the third Thursday of the month and begin at 8:30 a.m.

February 19, 2004	July 15, 2004
March 18, 2004	August 19, 2004
April 15, 2004	Sept. 16, 2004
May 20, 2004	October 21, 2004
June 17, 2004	

**The following licenses continue to be invalid due to insufficient funds; the licensee was notified of the returned checks.**

### LICENSED NURSING ASSISTANTS

Bowen, Linda	023405-24
Danieli, Karen	021604-24
Gardner, Sara	023177-24
McCarron, Kimberly	015856-24
Pelletier, Jill	021594-24

## Did you know that the National Council of State Boards of Nursing (NCSBN) depends on nurses to assist in the NCLEX® item development process?

**Volunteers are needed to write, review and judge items (test questions).**

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**For more information, check out the Council's website at: <http://www.ncsbn.org> or call NCSBN Testing Services, toll free at: 1-866-293-9600.**

## The Board of Nursing Moves into the World of Technology!

The ability to renew your license "on-line" will soon be a reality! Beginning March 22, 2004, license renewals for RN, LPN, and LNA licenses can be done by going to the Board of Nursing web site ([www.state.nh.us/nursing](http://www.state.nh.us/nursing)), and clicking on the link that will bring you to license renewals.

You can begin your license renewal process at any time after you receive your license renewal form in the mail. You can of course complete your license renewal via the regular mail, but please note that credit card payment is available only through the on-line licensing system.

If you choose to renew your license on line you would go to the license renewal link on the Board web site and follow the directions to register. You must know your license number, your date of birth (written as xx/xx/xxxx) and a registration code that will be sent to you. You will be prompted to enter a "user ID" and a password, and a question to help you remember your password in case you forget. All entries must be done in capital letters. When you use the online service, you **must** pay by either a Mastercard or a Visa card.

### Remember.....

- Credit card payment is only available through on line licensing.
- You are not licensed until you have either received your license in the mail, or checked the online or telephone verification system for your new renewal date.
- Regardless of whether you renew on line, by mail, or in person, you must send a criminal background record release form along with a check for \$10.00 to the State Police Department, and we must have received and reviewed your criminal background record before you can be issued a license.
- If your license has been selected for a "continuing education audit," you may renew on line, but you must mail your completed audit form to the Board of Nursing. Your audit form must have been reviewed and approved before your license will be issued.

**NCLEX-RN AND NCLEX-PN PERCENT PASSING  
FIRST TIME CANDIDATES: 1998 - 2003**

Board Approved Educational Programs	1998	1999	2000	2001	2002	2003
<b>Associate Degree Programs:</b>						
NH Community Technical College: Berlin-Laconia	85.7%	80.0%	81.8%	82.4%	89.5%	73.7%
NH Community Technical College: Claremont-Nashua	72.7%	84.2%	91.7%	88.2%	78.9%	90.6%
NH Community Technical College: Manchester	83.3%	91.9%	97.7%	92.5%	94.5%	76.5%
NH Community Technical College: Stratham	100.0%	<b>MERGED</b>				
NH Technical Institute: Concord	92.5%	95.1%	88.7%	97.7%	94.4%	94.8%
Rivier College	83.6%	88.0%	86.2%	82.0%	74.4%	75.7%
<b>Baccalaureate Degree Programs:</b>						
Colby-Sawyer College	46.2%	78.6%	69.2%	100.0%	80.0%	100.0%
Saint Anselm College	81.5%	87.1%	91.1%	87.5%	95.9%	88.0%
University of New Hampshire	85.3%	92.6%	81.4%	86.4%	87.2%	83.0%
<b>NCLEX-RN NH % PASSING</b>			<b>86.7%</b>	<b>88.4%</b>	<b>86.9%</b>	<b>84.5%</b>
<b>NCLEX-RN NATIONAL PASS RATE (First time test takers, US educated)</b>	<b>83.2%</b>	<b>84.7%</b>	<b>83.8%</b>	<b>85.4%</b>	<b>86.9%</b>	<b>87.0%</b>
<b>Practical Nursing Programs:</b>						
NH Community Technical College: Claremont-Nashua	88.0%	82.6%	89.5%	90.2%	91.7%	88.2%
St. Joseph School of Practical Nursing	87.5%	95.3%	72.2%	89.7%	94.6%	98.0%
<b>NCLEX-PN NH % PASSING</b>			<b>86.3%</b>	<b>90.2%</b>	<b>93.9%</b>	<b>95.5%</b>
<b>NCLEX-PN NATIONAL PASS RATE (First time test takers, US educated)</b>	<b>87.3%</b>	<b>86.7%</b>	<b>85.1%</b>	<b>86.5%</b>	<b>88.0%</b>	<b>88.2%</b>

## Nurse Experts

Directors of Nursing and their designees are the "nurse experts" for evaluating an act or omission of a licensee to determine whether or not an incident is reportable to the Board of Nursing. Incidents usually fall into one of three categories: those that you clearly know should be reported, those that you know do not need to be reported and those that are in a "gray area." It is those latter incidents that are the subject of this article. While I do not have sufficient space to fully discuss all the factors that should be considered, here are some that you may find helpful.

- \* Determine whether the cause of the incident was due to a problem in the system, a licensee knowledge deficiency, a licensee behavior problem or a combination thereof.
- \* Does the act or omission violate the Nurse Practice Act or Board rules?
- \* How serious was the incident?
- \* Was a patient harmed physically, emotionally or financially?
- \* Is there at least some objective evidence that the incident actually occurred and that the licensee was responsible?
- \* Was it a one-time incident, or was it a pattern of behavior for which the licensee has been previously counseled?
- \* Do any of the witnesses reporting a licensee's misconduct have personal motives for doing so, rather than patient safety concerns?
- \* Considering the seriousness of the incident, would counseling, employment suspension, education, or other measures be more appropriate than sanctioning or restricting the licensee's license?
- \* Is this incident more properly characterized as an employment/human resources issue and/or a concern that should be reported to the ombudsman and handled in that manner, or is it one that should result in some sanction on the licensee's license?

Once you have considered these questions, please contact me to discuss the incident. Often our joint review of the incident can be helpful in selecting a well-considered, appropriate course of action as well as result in an easier, more focused complaint procedure.

M. Lee Leppanen, RN, JD - Investigator/Prosecutor for the Board of Nursing



## Board of Nursing Calendar.....

### Mark Your Calendar for These Upcoming Events

All meetings will be held in the Board of Nursing Conference Room, 78 Regional Drive, Concord, unless otherwise noted.

**Monday, March 8**  
Joint Health Council  
6:00 PM - 9:00 PM

**Wednesday, March 10, 2004**  
"Nurse Practice Act & Rules: Current Status and Proposed Revisions"  
1:30 to 2:30 PM  
Portsmouth Hospital  
333 Borthwick Ave,  
Portsmouth, NH  
No preregistration required.  
All are welcome.

**Thursday, March 11, 2004**  
Practice & Education Committee  
5:00 PM - 7:00 PM

**Thursday, March 18, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, March 18, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM

**March 25, 2004** (filled - not accepting registrations)  
Orientation Program for New Nurse Managers and Educators  
1:00 PM - 4:30 PM

**April 1, 2004**  
LNA Day of Discussion  
8:00 AM - 3:00 PM  
Raddison Hotel and Conference Center, Merrimack, NH  
Preregistration required

**April 8, 2004**  
Practice and Education Committee  
5:00 PM - 7:00 PM

**Thursday, April 15, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, April 15, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM

**April 22, 2004** (filled - not accepting registrations)  
Orientation Program for New Nurse Managers and Educators  
1:00 - 4:30 PM  
Preregistration required

**May 6, 2004** (filled - not accepting registrations)  
Orientation Program for New Nurse Managers and Educators  
1:00 PM - 4:30 PM

**May 13, 2004**  
Practice and Education Committee  
5:00 PM - 7:00 PM

**Thursday, May 20, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, May 20, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM

**Wednesday, June 2, 2004**  
RN and LPN Day of Discussion  
8:00 AM - 4:00 PM  
Radison Hotel and Conference Center, Merrimack, NH

**Monday, June (TBA)**  
Joint Health Council  
6:00 PM - 9:00 PM

**Thursday, June 10, 2004**  
Practice and Education Committee  
5:00 PM - 7:00 PM

**Thursday, June 10, 2004** (filled - not accepting registrations)  
Orientation Program for New Nurse Managers & Educators  
1:00 PM - 4:30 PM  
Preregistration required

**Thursday, June 17, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, June 17, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM

**Thursday, July 8, 2004**  
Practice and Education Committee  
5:00 PM - 7:00 PM

**Thursday, July 15, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, July 15, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM

**Thursday, August 12, 2004**  
Practice and Education Committee  
5:00 PM - 7:00 PM

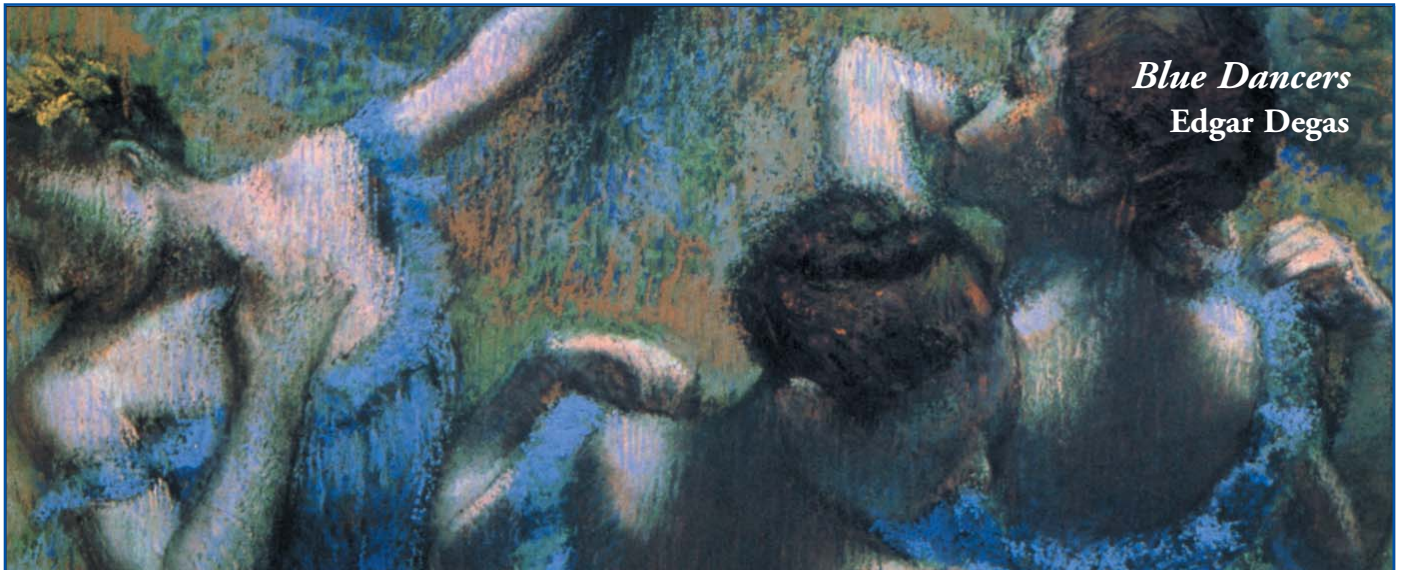
**Thursday, August 19, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, August 19, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM

**Thursday, September 9, 2004**  
Practice and Education Committee  
5:00 PM - 7:00 PM

**Thursday, September 16, 2004**  
Board of Nursing Meeting  
8:30 AM - 4:00 PM  
Open to the public

**Thursday, September 16, 2004**  
ARNP Liaison Committee  
4:30 PM - 6:00 PM



*Blue Dancers*  
Edgar Degas

In the late 19th century, Edgar Degas created works of art characterized by abstract, unusual viewpoints and combinations of different media. It was called Impressionism and it changed the way a new generation of artists viewed the world.

## Why A 100-Year-Old Painting Illustrates Who We Are Today.

At St. Joseph Healthcare, we've helped change the way a generation of healthcare professionals view medicine. For over 90 years, we've worked from an unusual viewpoint that emphasizes kindness and compassion, earning ourselves a reputation as the "caring" hospital among both patients and medical professionals. Our traditional ideals, combined with our commitment to staying on the cutting-edge of technology, create a unique, inviting workplace where-like Degas-you may just feel truly inspired.

**We have various Nursing opportunities (full-time, part-time, and per diem) in the hospital, homecare, and physician practice settings.**

**Up to \$8000 towards furthering your Nursing degree!**

**\$3000 bonus for any LNA hired, who attains a RN degree!**

**We now offer a Registered Nurse Reentry Program.**

For career opportunities, visit our Web site at  
**[www.stjosephhospital.com](http://www.stjosephhospital.com)**. EOE, M/F/D/V



Member, Covenant Health Systems

St. Joseph Healthcare • 172 Kinsley Street • Nashua, NH 03060

# NOT EVERY CAREER GOAL IS REACHED ON THE JOB.

In our experience, the most fulfilling careers are those that are kept in balance. That's why at Portsmouth Regional Hospital, we've fostered a work/life balance that enables people to realize their goals both in and out of the workplace. Located on the scenic shores of New Hampshire, we offer the resources, educational opportunities and support you need to be your best at everything you do.

Located in the charming and historic Seacoast city of Portsmouth, Portsmouth Regional Hospital – a nationally ranked, 209-bed facility – provides the professional nurse with a collaborative state-of-the-art environment to practice high-tech, high-touch nursing care. Twice voted the New Hampshire Supportive Nursing Environment Award by the New Hampshire Nurses Association, we are also the Seacoast leader in deliveries. Competitive wages, a comprehensive benefits package, matching 401(k) and retirement plan, outstanding educational resources, tuition reimbursement, stock purchase options, a generous paid time off plan and an impressive shift/weekend incentives with Sign-On Bonuses for selected positions are available.

So whatever your career speciality preference is, come experience our state-of-the-art facility and share our vision for the future. We offer a **New Graduate Program**. Career positions are available in every aspect of Nursing including the following areas:

- Cancer Care
- Pain Management
- Imaging Services
- Maternal/Child Services
- Behavioral Health
- Neuro Surgical Services
- Intensive Care
- Bariatric Services
- Day Surgery
- Emergency Services
- Wound Care Management
- Cardiac (including cath lab, surgery, and rehab)

Ask about our **Sign-On Bonus** for selected positions. If you are interested in joining this exceptional team at Portsmouth Regional Hospital, please visit our website: [www.portsmouthhospital.com](http://www.portsmouthhospital.com) for the current list of our job opportunities and online application. For more information call (603) 433-6998. EOE.



[www.portsmouthhospital.com](http://www.portsmouthhospital.com)





## Positions Available

We offer competitive pay and an impressive benefit package. Littleton Regional Hospital is conveniently located between Boston and Montreal with spectacular scenery and 4 season recreation. Littleton was voted one of the 10 top small towns in America in 2001. The area offers immense community spirit and a great school system in both primary and secondary education.

- We have a "collegiate" atmosphere
- Our nurses are empowered in decision making
- Flexible scheduling • We have no mandated overtime
- Educational & promotable opportunities
- Policies/procedures written with nursing input
- Clinical opportunities • Multiple nursing specialties

*We are caring people, caring for others.  
Give us a call.... We'd love to hear from you....*

*We invite RNs to call our CNO regarding  
opportunities at 603-444-9273*

**Littleton Regional Hospital**  
Human Resources Department  
600 St. Johnsbury Road • Littleton, NH 03561  
1 (800) 464-7731 Phone: (603) 444-9331  
Fax: (603) 444-9087  
email: [resume@littletonhospital.org](mailto:resume@littletonhospital.org)  
Website: [www.littletonhospital.org](http://www.littletonhospital.org)



## New Hampshire Health Care Association

*Taking Care of Those  
Who Took Care of Us*

*NHHCA is the largest long-term care organization in the state, representing licensed nursing facilities, assisted living residences, and other types of providers.*

*We are a strong and vocal advocate for quality long term care on behalf of our members, their employees, their residents and their residents' families.*

### We offer:

- Education Programs • Legislative Support
- LTC Nurses Committee
- Networking Opportunities

Your employer may be a member,  
call us at 603-226-4900  
or visit our website at: [www.nhhca.org](http://www.nhhca.org)  
to find out or to view our calendar of events  
and program schedule.

**N.H. Board of Nursing**  
78 Regional Drive, Bldg. B  
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